

Vermont Training Program

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Annual Report
Fiscal Year 2015

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From:

Agency of Commerce and
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Patricia Moulton, Secretary

Department of Economic
Development
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About the Vermont Training Program

The Vermont Training Program (VTP) sits within the Agency of Commerce and Community Development's Department of Economic Development. This grant fund for customized training helps Vermont's workforce acquire skills required in a rapidly changing, global marketplace. It partners with employers and training providers to fund the training of Vermont's employees for the jobs of tomorrow. The VTP accomplishes this by providing performance based grants through a reimbursement process for the training of new hires and incumbent workers. Training can fall into categories such as on-the-job, classroom, or other specialized training. Fiscal Year 2015 proved to be a transitional year as reporting criteria changed under act 199. This report reflects both old statutory reporting requirements and the new reporting requirements.

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EXECUTIVE SUMMARY

Fiscal year 2015 was a busy and successful year for the Vermont Training Program. Over 3200 Vermont workers including 82 new hires were trained under the program through both on-site as well as classroom training. Of the total 271 companies served, 91 of them have 49 employees or less. Fourteen training providers were awarded grants and they served 244 businesses across the State. Advanced manufacturing skills such as Lean Technology were the most sought after but Computer Aided Design and Computer Numerical Control were also popular requests. CNC skills were trained in traditional metal fabricators but were needed in wood prefabrication companies as well. Leadership training was a popular training request as businesses continue to adjust to workforce needs and challenges. Trade skills in HVAC, welding and electrical repair were requested either through a training provider or an individual business application. Software and IT training was also requested as more businesses are continuing to streamline their processes with the support of various software. Businesses continue to train internally as the number of incumbent employees trained is a majority of the applications for both skill upgrades as well as advancement in position.

■ ■ ■

“This is a great program and addresses some capability issues in the Vermont workforce and will help attract employers to the state and/or help retain them”

■ ■ ■

HOW MUCH?

Grant Budget: \$1,307,741.00
 Total Employees Served: 3,250
 Total Businesses Served: 271
 New Hires: 82

Note: The above data is a combination of grants to businesses and training providers.

HOW WELL?

Cost Per Employee: \$402.38
 Grantees “Highly Satisfied” with Quality of Staff Assistance
 Grantees Rate the VTP as Assisting with “An Increased Overall Business Capability or has Improved the Outlook for the Future”

IS ANYONE BETTER OFF?

Data collected by the Vermont Department of Labor shows that those employees who participate in VTP trainings see a wage increase as compared to the statewide average.

Fiscal Year	Median Quarterly Wage Increase Post Training
*Preliminary 2015	0.3%
Updated 2014	15.3%
Preliminary 2014	11.2%
2013	10.6%
2012	10.9%

Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. 2015 wage data is preliminary and statewide data is not yet available. Calculations are based on individual tax return data.

**Note: Due to the fact that the Vermont training program is administered on a rolling basis, and that VDOL calculates median wage changes only from grants that start and end in the same fiscal year as well as those that train employees for 16 hours or more, only 14.9% of FY15 applicants were captured in VDOL's analysis. There were a large number of grants carried over from FY14 that we have included in the FY15 report. However, because the grants did not start in FY15 they are not captured in VDOL's analysis either. We have received updated FY14 data from VDOL in this year's analysis that we are reporting on. Updated FY15 data will be included in the FY16 annual report.*

IMPACT HIGHLIGHTS



Hazelett Corporation is a fourth generation, family-owned company located on the beautiful shores of Lake Champlain in Colchester, Vermont. Hazelett Corporation designs, manufactures, installs, and services continuous casting equipment and is the exclusive supplier of Hazelett® twin-belt continuous casting machines. With more than 80 years in the industry, Hazelett is a global leader in twin-belt casting for flat and long nonferrous products. The company employs more than 140 employees, including leading experts in process automation, mechanical and electrical design, and metallurgy.

The Company Received a grant from the Vermont Training Program and assisted with the funding of employee training that included: Training and upgrading the skills of over 27 employees through the University of Vermont's Center for Leadership and Innovation. The training provided employees with important training regarding sales and executive team relationship building.

"Hazelett Corporation considers the Vermont Training Program our partner when providing necessary skills to our workforce. Always helpful with suggestions and direction they are the best example of government support of training for Vermont citizens. Hazelett's future depends upon these Vermonters."

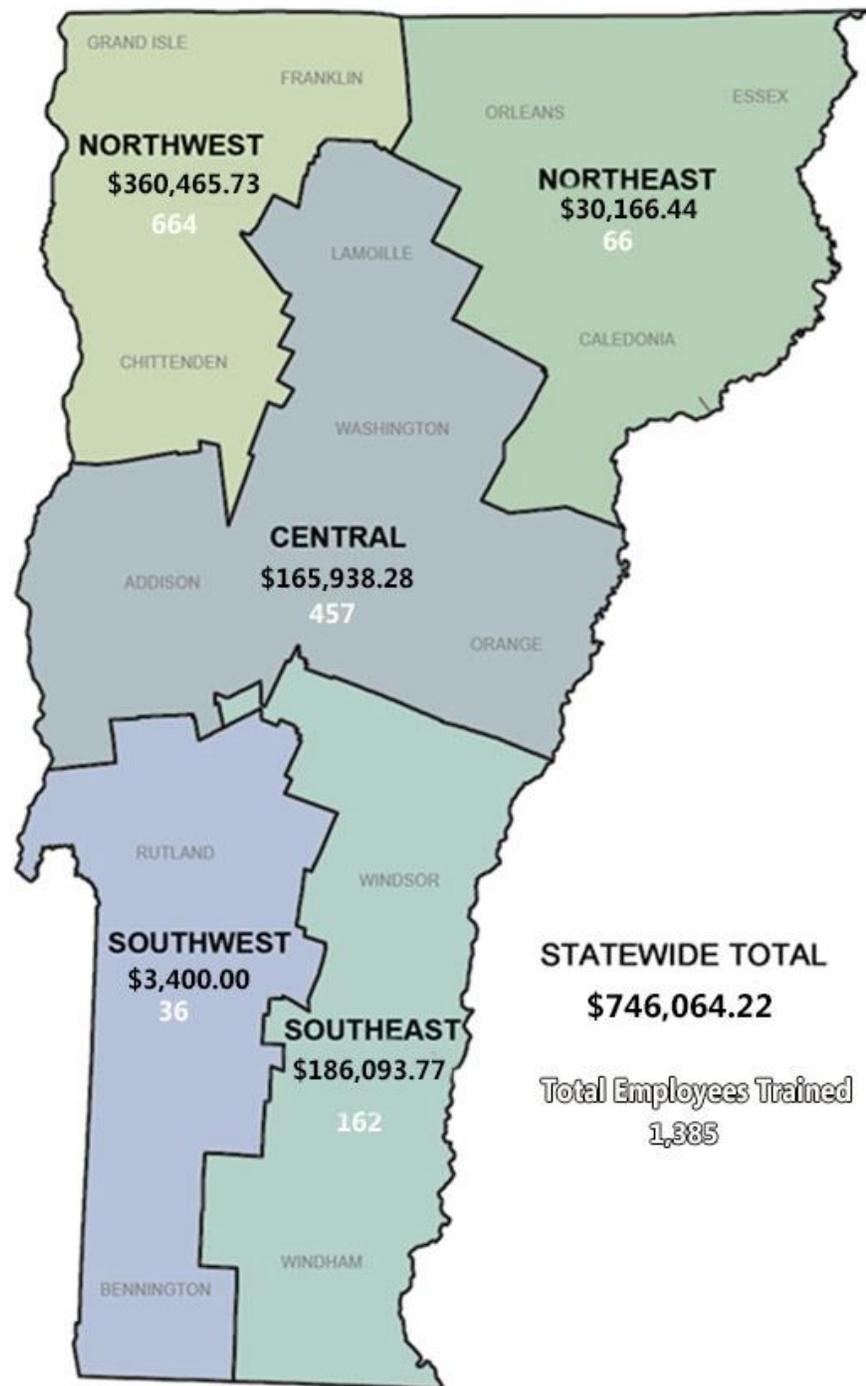
Geographic Distribution of Funds Expended for Partner Businesses

Region	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY13	FY14	FY15	FY13	FY14	FY15	FY13	FY14	FY15
Northwest	11	9	14	250	751	664	\$1,165,072	\$256,288	\$360,465.73
Northeast	4	4	2	207	131	66	\$170,713	\$110,369	\$30,166.44
Central	8	6	6	840	246	457	\$74,204	\$262,976	\$165,938.28
Southwest	3	3	1	125	333	36	\$344,591	\$142,737	\$3,400.00
Southeast	6	1	4	369	34	162	\$168,135	\$115,843	\$186,093.77
Totals	32	23	27	1,791	1,495	1,385	\$1,922,715	\$888,213	\$746,064.22

Notes:

- *Geographic regions are defined as follows:*
 - a. *Northwest = Franklin, Chittenden, and Grand Isle Counties*
 - b. *Northeast = Orleans, Essex, and Caledonia Counties*
 - c. *Central = Addison, Washington, Lamoille, and Orange Counties*
 - d. *Southwest = Rutland and Bennington Counties*
 - e. *Southeast = Windsor and Windham Counties*
- *Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.*

GRANTS TO PARTNER BUSINESSES—FY2015 EXPENDITURES BY REGION



Sector Distribution of Funds Expended in FY2015 for Partner Businesses

Sector	Number of Grant Agreements	Number of Employees Trained	Expenditures
Advanced Manufacturing	21	981	\$601,051.51
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	0	0	\$0.00
Forest Products	0	0	\$0.00
Green Business	2	16	\$22,036.44
Health Care	1	363	\$59,200.00
Clean Energy, Efficiency & Electricity	0	0	\$0.00
Software Development and IT	1	10	\$45,043.27
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other:	2	15	\$18,733.00
Total	27	1,385	\$746,064.22

Note:

- *Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.*
- *Other includes retail trade and telecommunications.*

COMPLETED AND ACTIVE GRANT DETAILS

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

“(k) Annually on or before January 15, the secretary shall submit a report to the house committee on commerce and economic development and the senate committee on economic development, housing and general affairs summarizing all active and completed contracts and grants, the types of training activities provided, the number of employees served, and the average wage by employer, and addressing any waivers granted”

Key for Training Activities:

NH	New Hire On-the-Job Training
IC	Incumbent Employee in Classroom Training
IN OJT	Incumbent Employee doing On-the-Job Training

Completed Grants

Business Grants Quick Facts:

	FY13	FY14	FY15
Total Number of Completed Grants	49	31	27
Total Funds Spent on Completed Grants	\$1,347,518	\$1,224,351	\$746,064.22
Total Number of Employees Served	3,857	2,184	1,385
Approximate Cost Per Employee	\$349.36	\$560.60	\$513.66

Completed Business Grant Recipients	Expenditure	Activity	# Served	Average Wage
Grow Compost	\$14,889.92	IN, NH	8	\$14.44
Bouchard Pierce	\$800.00	IC	4	19.88
Connor Homes	\$43,159.48	IN OJT, IC, NH	39	\$22.15
Cx Associates	\$7,146.52	IN OJT, IC	7	\$26.06
Flex-a-Seal, Inc.	\$45,943.56	IN OJT, IC	38	\$23.50
Freedom Foods	\$39,516.00	IN OJT, NH	16	\$13.15

General Dynamics	\$12,532.52	IC	39	\$48.91
Gordon's Window	\$11,030.40	IC, NH	32	\$19.17
Hayward Tyler, Inc.	\$15,210.00	IC	119	\$31.24
King Arthur Flour	\$11,207.43	IN OJT, IC	47	\$28.49
Lake Champ Chocolates	\$35,857.60	IC, NH	14	\$22.24
Leader Evaporator	\$54,845.00	IC, NH	92	\$20.14
Liquid Measurement Systems, Inc	\$7,720.21	IN OJT, IC	39	\$35.76
Microstrain (LORD Corp)	\$37,808.08	IN OJT, IC, NH	38	\$33.14
North Country Engineering	\$10,916.44	IN OJT, NH	14	\$18.34
Northeast Precision Inc.	\$19,250.00	IC	52	\$20.58
Open Tempo	\$45,043.27	IC, NH	10	\$30.50
Kalow Technologies	\$3,400.00	IC	36	\$18.51
Porter Medical	\$59,200.00	IC	363	\$46.85
Polhemus	\$17,317.57	IN OJT, IC	38	\$34.75
PRECI Manufacturing	\$63,711.00	IC	180	\$18.46
Revision Ballistics	\$5,751.25	IN OJT, NH	18	\$14.74
Serac	\$5,500.00	IC	15	\$27.16
Simon Pearce	\$76,511.71	IN OJT, IC	39	\$39.37
Stark Mt Woodworking	\$3,421.63	IN OJT, IC	12	\$18.59
Valleynet	\$17,933.00	IN OJT, IC, NH	11	\$20.28
Whitney Blake	\$80,441.63	IN OJT, NH	65	\$30.61
Total	\$746,064.22		1385	

Active Business Grant Recipients

Maximum Payable

H. Hirschmann Ltd.	\$38,175.00
Mansfield Heliflight	\$26,210.00
Ellison Surface Tech	\$5,946.00
Acrylic Designs	\$11,351.00
CPS Critical Process Systems	\$26,109.00
Smart Resources	\$16,814.00

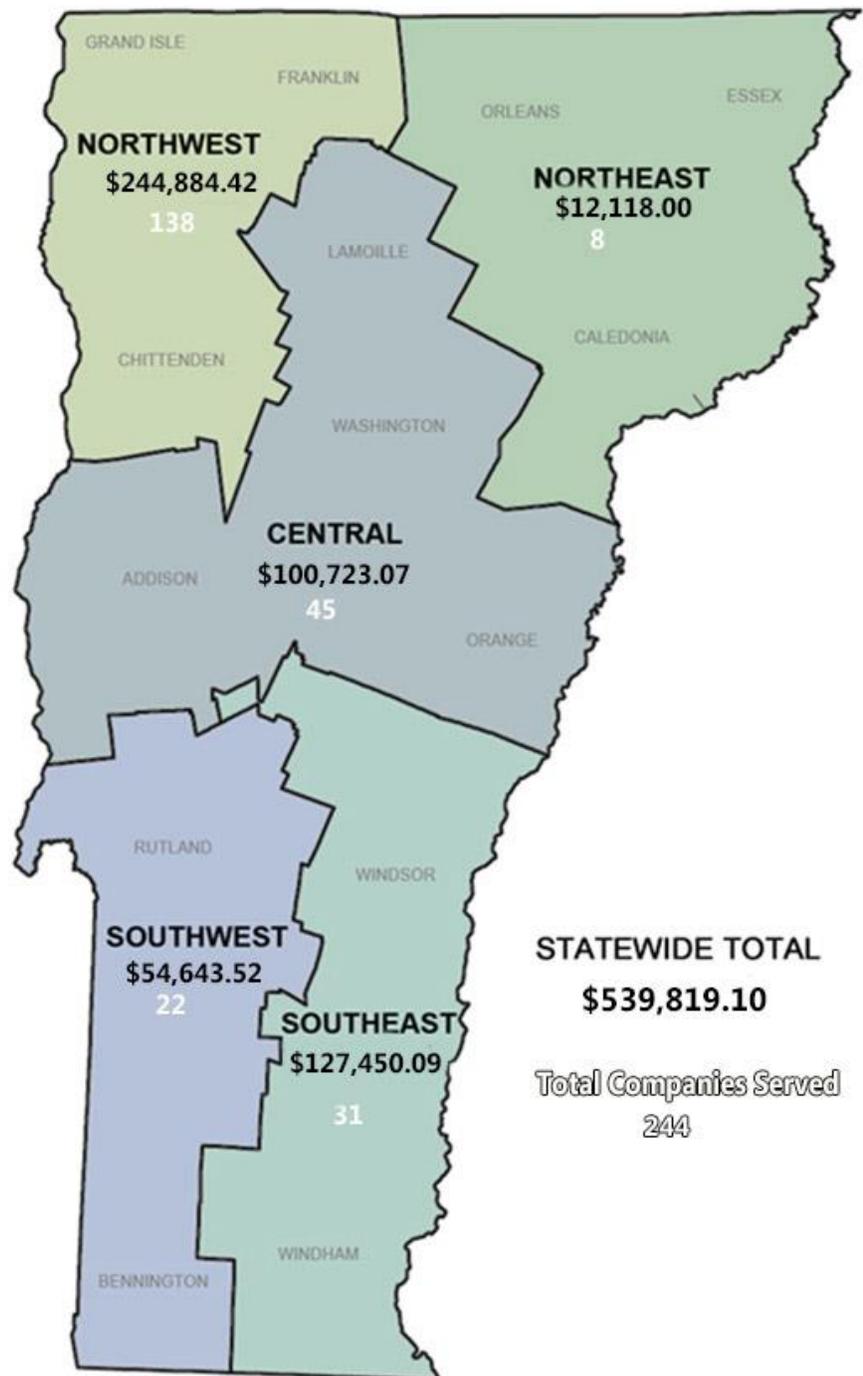
Geographic Distribution of Funds Expended to Training Providers FY2015

Region	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures
Northwest	138	1,088	\$244,884.42
Northeast	8	21	\$12,118.00
Central	45	387	\$100,723.07
Southwest	22	104	\$54,643.52
Southeast	31	265	\$127,450.09
Total	244	1,865	\$539,819.10

Notes:

- *Geographic regions are defined as follows:*
 - a. *Northwest = Franklin, Chittenden, and Grand Isle Counties*
 - b. *Northeast = Orleans, Essex, and Caledonia Counties*
 - c. *Central = Addison, Washington, Lamoille, and Orange Counties*
 - d. *Southwest = Rutland and Bennington Counties*
 - e. *Southeast = Windsor and Windham Counties*
- *VTP is reporting the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served through its grants to training providers.*

GRANTS TO TRAINING PROVIDERS—FY2015 EXPENDITURES BY REGION



Sector Distribution of Funds Expended in FY2015 for Training Providers

Sector	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures
Advanced Manufacturing:	169	1,283	\$405,080.15
Biotechnology:	0	0	\$0.00
Financial Services:	0	0	\$0.00
Food Systems:	0	0	\$0.00
Forest Products:	0	0	\$0.00
Green Business:	0	0	\$0.00
Health Care:	50	385	\$89,983.35
Clean Energy, Efficiency & Electrical:	8	26	\$12,103.32
Software Dev. and IT:	10	59	\$19,779.35
Arts and Culture:	0	0	\$0.00
Education:	1	4	\$3,750.00
Tourism & Recreation:	0	0	\$0.00
Other (Telecomm):	6	108	\$5,403.57
Total	244	1,865	\$539,819.10

Note: All companies listed as "Other" were in the telecommunications sector.

Training Provider Quick Facts:

	2013	2014	2015
Total Number of Employers Served	336	124	244
Total Funds Spent on Completed Grants	\$459,312.84	\$171,333.63	\$539,819.10
Number of Employees Served	2014	689	1865

Training Provider Name	Funds Awarded
VMEC – Exportech	\$30,000.00
VMEC – Jerry Soloman	\$11,187.50
Vermont HITEC – Husky Apprenticeship	\$16,000.00
VTC – Upper Valley Apprenticeship	\$18,000.00
Allocca	\$10,000.00
Champlain College	\$65,000.00
Franklin Grand Isle Workforce	\$70,000.00
KWT Knowledgewave	\$90,000.00
Northwest Technical Center	\$40,000.00
Stafford Technical Center	\$40,000.00
VT Manufacturing Ext Ctr	\$230,000.00
VT Panurgy Corp 14-018	\$20,000.00
VT Sustainable Jobs Fund 14	\$50,000.00
Vermont Technical College	\$176,000.00

List of Business's reported by Training Providers

Country Home Products	Gifford Medical Center	Planned Parenthood
Addison Country Home Health	Global Z International	Polhemus
Advanced Illumination	Gordon's Window Décor	Porter Medical Center
Agri-Mark / Cabot Creamery	Green Mountain Antibodies	Preci-manufacturing
AllEarth Renewables	Green Mountain Coffee Roasters	Precision Contract Manufacturing
Pillsbury Manor	Gringo Jack's	Precision Composites of VT
Ann Clark Ltd	GS Precision	Questech
APHLA, Inc.	GW Plastics Inc.	Reliance Steel Inc.
Applied Research Associates Institute	Hallam ICS	Renewable NRG Systems
Aqua Vitea	Harbour Industries LLC	Resource Systems Group, Inc.
Aris Solutions	Harlow Farm /Westminister	Revision Military
Autumn Harp	Hazelett Strip Casting Corp	Rhino Foods Inc.
Barry Callebaut	High Mowing Organic Seeds	RockTenn
Beau Ties	Holiday House	Rowing Innovations
Bee's Wrap LLC	Home Instead Senior Care	RSG
Ben & Jerrys	Hubbardton Forge	Rutland Community Programs
BioTek Instruments	Husky Injection Molding Systems	Rutland Regional Medical Center/HC
Brattleboro Fire Dept	IBM	Sathorn Corp.
Burlington Laboratories	Institute Professional Practice	SBE Inc.
Burton Snowboards	Instrumart	Seventh Generation
Butterworks Farm	Isovolta Inc.	Shelburne Bay Senior Living
Cabot Hosiery Mills Inc.	Ivek Corporation	Sonnax Industries
Carris Plastics	Kalow Technologies	SSW Erectors LLC

Carris-Reels Inc./MN	Kaytek	St Albans Healthcare & Rehabilitation
Central Vermont Medical Center	King Arthur Flour	St Joseph's Residential Care Home
Champlain Cable	Leader Evaporator	Stark Mountain Woodworking
Champlain Orchards	Liquid Measurement	Superior Technical Ceramics
Chroma Technology	Liquid Measurements Systems	SymQuest
Commonwealth Dairy LLC	Logic Supply	Teknor Apex
Community Health Center of the Rutland Region	Logic Supply Inc.	Test America, Inc.
Community Health Centers of Burlington	LORD Corporation	The Arbors
Competitive Computing	Mack Molding Company	The Health Center
Concepts 2 Inc.	Manufacturing	The Lodge at Shelburne Bay
Concepts NREC Inc.	Maple Landmark Woodcraft	Timberwolf Manufacturing Corp
Converse Home	MBF Bioscience	Trow & Holden
Copeland Furniture	Med Associates	Twincraft Soap Company
Counseling Services Addison County	Metal Flex Welded Bellows	UTC Aerospace Systems
Dartmouth-Hitchcock Medical Center	MISys	Verilux Inc.
Dealer.com	Montpelier Integrative Health	Vermont Farm Table
DR Power/Country Home Pro	Mylan Technologies	Vermont Hard Cider Company
Dynapower Corporation	Napoli Home	Vermont Manufacturing Services Inc.
Eastwind Diamond Abrasives	Nathaniel Group	Vermont Oxford Network
EatingWell Media Group	Network Performance Inc.	Vermont Precision Tools Inc.
Edgeworks Display	New Chapter, Inc.	Vermont Public Radio
Edlund Co. Inc.	New England Precision	Vermont Smoke & Cure
eDoc Innovations	Newsbank, Inc.	Vermont Teddy Bear
Ellison Surface Technologies	North Country Hospital	Vermont Wood Pellets
Fab-Tech Inc.	North Country Specialty Foods	Visiting Nurse Association
Fairpoint Communications, Inc.	North Hartland Tool Corporation	VNA
Fletcher Allen Healthcare	Northwest Counseling & Support	VPR
Food Science Corp	Northwestern Counseling and Support Services	VT Energy Investment Corp.
Franklin County Home Health	Northwestern Medical Center	VT Managed Care
Franklin County Rehab Center	Norwich University	VT Precision Tools, Inc.
Fulflex Elastomerics Worldwide	NSA Industries LLC	VT Trophy & Engraving Inc.
Y's Enterprises Inc	Omya Inc.	Wagatha's
General Electric	PBM Nutritionals/Perrigo	Weidmann Electrical Tech
G.S. Precision Inc.	Peerless	Whitetail Manufacturing
Gardener's Supply	Perrigo Company	Whitney Blake Co.
General Dynamics	Pete's Greens	

ELIGIBILITY TO PARTICIPATE

The VTP is open to all sectors. Grantees must ensure that:

- Training supplements, rather than replaces, the company's ongoing normal training efforts and is directly related to work responsibilities
- Employees are being trained in transferrable skills
- Employees covered under the grant must be full time permanent employees (minimum 35 hrs. per week)
- Employee compensation (hourly wage), at the completion of training, must equal or exceed the livable wage as defined by the Vermont Legislative Joint Fiscal Office (JFO). Currently set at \$13.00 per hour
- Employees must be offered a minimum of three of the following employee benefits: health insurance (w/ 50% or more of the premium paid by the employer), dental assistance, paid vacation, paid holidays, child care, retirement benefits, other paid time off including paid sick days, other extraordinary employee benefits.

Health Insurance (with 50% or more of premium paid by employer)	Dental Insurance Assistance
Paid Vacation	Paid Holidays
Child Care	Retirement Benefits
Other Paid Time off Including Sick Time	Other Extraordinary Employee Benefits

Note: Employer certifies that all the information in the initial application is complete and correct via a signed document.

NOTE ON REPORTING FORMAT

(k) Annually on or before January 15, the Secretary shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs. In addition to the reporting requirements under section 540 of this title, the report shall identify:

1. all active and completed contracts and grants;
 2. from among the following, the category the training addressed:
 - (A) pre-employment training or other training for a new employee to begin a newly created position with the employer;
 - (B) pre-employment training or other training for a new employee to begin in an existing position with the employer;
 - (C) training for an incumbent employee who, upon completion of training, assumes a newly created position with the employer;
 - (D) training for an incumbent employee who upon completion of training assumes a different position with the employer;
 - (E) training for an incumbent employee to upgrade skills;
 3. for the training identified in subdivision (2) of this subsection whether the training is onsite or classroom-based;
 4. the number of employees served;
 5. the average wage by employer;
 6. any waivers granted;
 7. the identity of the employer, or, if unknown at the time of the report, the category of employer;
 8. the identity of each training provider; and
 9. whether training results in a wage increase for a trainee, and the amount of increase.
-

Key Indicators for Fiscal Year 2015 are divided into three general areas:

1. Aggregate Data
 - a. Funds Appropriated and Committed
 - b. Median Wage
 - c. Wage Change
2. Grants to Partner Businesses
3. Grants to Training Providers

NOTE ON ANALYSIS

This is the fourth year that the Vermont Training Program (VTP) Annual Report is being issued using the Key Indicators. The passage of Act 199 during the FY14 legislative session changes the metrics by which the Vermont Training Program will be measured. Both pre Act 199 and post Act 199 key indicators will be used throughout the report.

VERMONT TRAINING PROGRAM KEY INDICATORS

*Note: Due to the fact that the Vermont training program is administered on a rolling basis, and that VDOL calculates median wage changes only from grants that start and end in the same fiscal year as well as those that train employees for 16 hours or more, only 14.9% of FY15 applicants were captured in VDOL's analysis. This FY15 incumbent aggregate data was collected from a sample of 185 employees in the pre-training period and compared to 181 employees post training. This decreased sample size which could be contributed to seasonal factors, retirements and natural job loss. This information is a possible contributor for the decrease in median wage change.

Aggregate Data

Data reported in this section reflect both Grants to Partner Businesses and Grants to Training Providers.

Median Wage

Fiscal Year	Median Wage of New Hires	Median Wage of Incumbent Workers
FY2013	\$14.59	\$34.88
FY2014	\$17.62	\$27.02
*FY2015	\$14.50	\$29.41

Wage Change

Fiscal Year	% Wage Change for New Jobs	% of Wage Change for Incumbent Employees
FY2013	16.3%	11.3%
FY2014	103.8%	10.8%
*FY2015	8.1%	-1.5%

Notes:

- Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2015 Social Security Number data used to track wages of employees being trained. VDOL provided only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual group.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grant to partner business's

GRANTS TO PARTNER BUSINESS TRAINING BREAKDOWN

Data reported in this section reflect only grants made directly to businesses for training employees.

**The chart below represents the key indicators that will be included based upon new statutory language in act 199. There are two tables included; one based upon pre act 199. Guidance and the other post act 199. guidance.*

Number of Vermont Employees Trained for Partner Businesses

Fiscal Year	Total Number of Employees Trained
FY2013	1,791
FY2014	1,495
FY2015	1,385

New Jobs for Partner Businesses

Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2013	140	\$2,031.61	\$14.59
FY2014	209	\$2,031.48	\$17.62
FY2015	82	\$3,267.25	\$14.50

New Jobs added for Partner Businesses

**Note: The data below is based upon new statutory language in Act 199.*

Fiscal Year	Employee Type	# Onsite training	# Classroom Training
FY2015	Pre-employment training for a new hire in a newly created position	0	0
	Pre-employment training for existing position	0	0
	New hire for a newly created position	5	0
	New Hire for an existing position	2	0
	Total:		7

New Jobs added for Partner Businesses

**Note: The data below is based upon pre Act 199 guidance.*

Fiscal Year	# New Hires	Expenditure
FY2015	75	\$257,337.73

Notes:

- “New Jobs” – The VTP provides funding for the training of new positions added to a company.
- It is understood that the VTP is one piece that supports jobs created at/by the company.
- Median wage for new employees has been provided by the Vermont Department of Labor (VDOL) from VDOL’s FY2015 Social Security Number data used to track wages of employees being trained

**The chart below represents the key indicators that will be included based upon new statutory language in act 199. There are two tables included; one based upon pre act 199. Guidance and the other post act 199. guidance.*

Incumbent Worker Training for Business Partners			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2013	1,651	\$33.80	\$40.54
FY2014	1,286	\$418.59	\$25.97
FY2015	1,303	\$388.06	\$29.90

Incumbent Worker Training for Business Partners

**Note: The data below is based upon new statutory language in act 199.*

Fiscal Year	Employee Type	# Onsite training	# Classroom Training
FY2015	Incumbent employee who upon completion of training assumes a newly created position	2	0
	Incumbent employee who upon completion of training assumes a different position	0	0
	Incumbent employee who is upgrading their skills	21	155
Total:		23	155

Incumbent Worker Training for Business Partners

**Note: The data below is based upon pre act 199. guidance.*

Fiscal Year	# Incumbent on the job training	# Incumbent Classroom	Total
FY2015	125	1000	1125

Notes:

- The Vermont Training Program offers funding for two types of incumbent worker training: on-the-job and classroom training.
- Median wage for incumbent employees trained through grants to partner businesses has been provided by the Vermont Department of Labor (VDOL) from VDOL's Social Security Number data used to track wages of employees being trained.

Employer Size for Partner Businesses

Fiscal Year	Number of Grantees 0-19 Employees	Number of Grantees 20-99 Employees	Number of Grantees ≥100 Employees
FY2013	5	19	8
FY2014	5	8	10
FY2015	3	18	6

Note: The table below indicates the new statutory guidance for employer size based on act 199. For reference, we included the numbers above based upon the old guidance.

Employer Size for Partner Businesses

Fiscal Year	Number of Grantees 0-19 Employees	Number of Grantees 20-49 Employees	Number of Grantees 50-99 Employees	Number of Grantees ≥100 Employees
FY2015	3	11	7	6

Note:

- Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

GRANTS TO TRAINING PROVIDERS TRAINING BREAKDOWN

Data reported in this section reflect only grants made to training providers.

Number of Vermont Employees Trained by Training Providers

Fiscal Year	Total Number of Employees Trained
FY2013	2,014
FY2014	689
FY2015	1,865

Notes:

- This is the total number of Vermont employees trained under grants to training providers.
- Due to legislative changes in Act 199 (S. 220) a number of training provider grants were extended into FY15 to help ease the transition.

New Jobs Trained by Training Providers

Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2013	N/A	N/A	N/A
FY2014	N/A	N/A	N/A
FY2015	N/A	N/A	N/A

Note:

- Training provided through grants to training providers is geared to incumbent employees.

**The chart below represents the key indicators that will be included based upon new statutory language in act 199. There are two tables included; one based upon pre act 199. Guidance and the other post act 199. guidance*

Incumbent Worker Training from Training Provider Grants

Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2013	2,014	\$228.06	\$19.11
FY2014	689	\$248.67	\$27.53
FY2015	1,865	\$289.45	\$29.34

Note:

- Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY15 Social Security Number data used to track wages of employees being trained

Incumbent Worker Training from Training Provider Grants

**Note: The data below is based upon new statutory language in act 199.*

Fiscal Year	Employee Type	# Onsite Training	# Classroom Training
FY2015	Incumbent employee who upon completion of training assumes a newly created position	0	0
	Incumbent employee who upon completion of training assumes a different position	0	0
	Incumbent employee who is upgrading their skills	28	0
	Total:	28	0

Incumbent Worker Training from Training Provider Grants

**Note: The data below is based upon pre act 199. guidance.*

Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wages of Employees
FY2015	1837	\$277.14	\$29.34

Note: Training Providers report businesses that they provide training to through Vermont training program funds.

Employer Size

Fiscal Year	Number of Companies Served by Grants w/ 0-19 Employees	Number of Companies Served by Grants w/ 20-99 Employees	Number of Companies Served by Grants w/ 100 or More Employees
FY2013	118	106	142
FY2014	25	36	63
FY2015*	32	81	131

**Note: The table below indicates the new statutory guidance for employer size based on act 199. For reference, we included the numbers above based upon the old guidance.*

Employer Size

Fiscal Year	Number of Companies Served by Grants w/ 0-19 Employees	Number of Companies Served by Grants w/ 19-49 Employees	Number of Companies Served by Grants w/ 50-99 Employees	Number of Companies Served by Grants w/ 100 Employees or more
FY2015*	32	45	36	131

Note:

- Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

WAIVERS

In accordance with the provisions of 10 V.S.A. § 531(a,c,1):

...however, that in areas defined by the secretary of commerce and community development in which the secretary finds that the rate of unemployment is 50 percent greater than the average for the state, the wage rate under this subsection may be set by the secretary at a rate no less than one and one-half times the federal or state minimum wage, whichever is greater;

There were no waivers awarded in fiscal year 2015

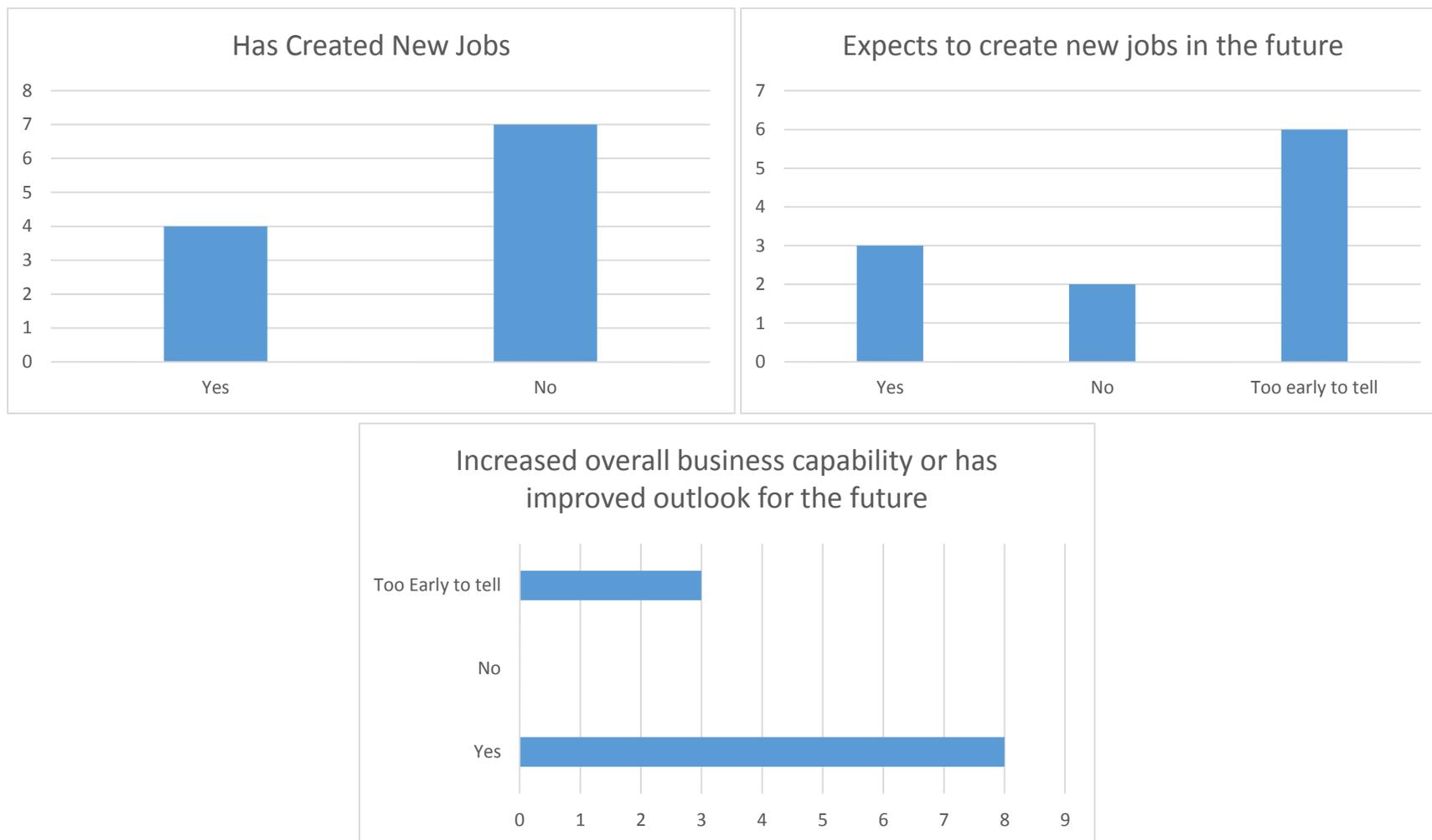
GRANTEE SURVEY

As part of the development of the Key Indicators the Vermont Department of Labor and the Agency of Commerce and Community Development developed a Customer Satisfaction Survey to gain further insight into the value of the WETF and VTP grants. FY14 is the second year that the Vermont Training Program surveyed its partner business grantees.

Grantees used the grant funds for a variety of strategic employee training initiatives ranging from new hires to job retention. In the open ended comments grantees spoke of using the funds to leverage their training budgets in order to increase the number of employees or increase employee skills in order to keep them competitive. Grantees also spoke highly of the general service given by Vermont Training Program staff.

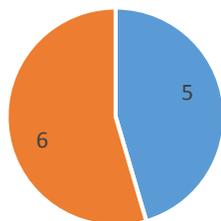
Number of Responses = 11

In Whole or in part, due to the assistance of the Vermont Training Program funds, my organization:



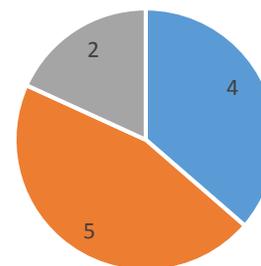
In Whole or in part, due to the assistance of the Vermont Training Program funds, my organization:

Please rate your overall satisfaction with the quality of service you recieved from VTP



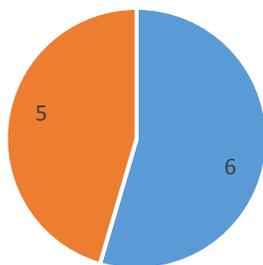
■ Highly satisfied ■ Satisfied ■ Not satisfied

Ease of application



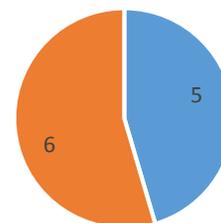
■ Highly satisfied ■ Satisfied ■ Not satisfied

Quality of Staff Assistance



■ Highly satisfied ■ Satisfied ■ Not satisfied

Timeliness of grant administration process



■ Highly satisfied ■ Satisfied ■ Not satisfied

CONTACT INFORMATION

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